

OFFICIAL GAZETTE

GOVERNMENT OF GOA

EXTRAORDINARY

GOVERNMENT OF GOA

Department of Education, Art & Culture

Notification

43/30/98/Adm.II/1890

The Government of Goa is hereby pleased to frame a scheme to regulate the service conditions of the Helpers working in the Pre-Primary Schools run by the Directorate of Education, Government of Goa, as follows:—

1. Short title, application and commencement.—

(1) This scheme may be called the Government of Goa (Regulation of service conditions of the helpers working in Pre-Primary Schools) Scheme, 2000.

(2) It shall be applicable to the helpers in employment in various Pre-Primary Schools under the Directorate of Education of the Government of Goa.

(3) It shall come into force at once.

2. *Educational qualifications, working hours and duties.*— (1) No educational qualifications are prescribed for helpers in the Pre-Primary Schools. However, preference would be given for those who have passed at least standard IVth.

(2) Helpers shall work for 7 hours every day i.e. from 7.00 a.m. to 2.00 p.m. on all weekdays except Sundays and holidays.

(3) The helpers in Pre-Primary Schools shall have the same holidays and vacations prescribed for the Primary Schools, except the summer vacation which will be of two months i.e. April and May for Pre-Primary Schools.

(4) The duties of helpers shall include escorting the children to and fro from home to school, prepare snacks and serve to children, clean the classrooms and the utensils and such other duties as may be entrusted to them by the superiors from time to time.

3. *Age of recruitment and superannuation of helpers.*— (1) The minimum age of helper shall be 16 years and the maximum age shall be 35 years for appointment in pre-primary school.

(2) The helper shall cease to be in employment in pre-primary school on completion of 58 years.

4. *Remuneration of helpers who are not conferred temporary status.*— (1) The helpers who have not completed five years of qualifying service will not be conferred temporary status. However, they will be entitled for fixed remuneration at the rate of Rs. 1050/- p. m. except for the months of summer vacation.

(2) Helper who is appointed for a temporary period in order to substitute another helper on maternity leave will also be entitled for fixed remuneration of Rs. 1050/- p.m. except for the months of summer vacation.

5. *Service book and leave account.*— The service book and leave account of the helpers shall be opened and maintained by the Directorate of Education to monitor the service conditions and benefits of each such helper.

6. *Temporary status to the helpers.*— (1) Temporary status shall be conferred on all helpers who are in employment and who have rendered a continuous service of at least five years, including the period of summer vacation as on the 1st day of June, 2000.

(2) Such conferment of temporary status shall be without reference to the creation/availability of regular Group 'D' posts.

(3) Conferment of temporary status on a helper shall not result in any change in his/her duties and responsibilities. The engagement shall be on daily rates of pay on need basis. He/she may be deployed anywhere within the Department/office on the basis of availability of work.

(4) Such helpers who acquire temporary status shall however, not be brought on the permanent establishment unless they are selected through regular selection process for Group 'D' posts and they satisfy the requirements prescribed by the Recruitment Rules for such Group 'D' posts.

7. *Entitlements on conferment of temporary status.*— (a) On conferment of temporary status, the helpers shall be entitled to the following:—

Wages at daily rates with reference to the minimum of pay scale for a corresponding regular Group 'D' post including D. A. which means that a helper shall receive wages at the daily rate as:—

Rs. 750 – Rs. 750/-
+ D.A. Rs. 939 – Rs. 938/-
1688/-

$1688/30=56.25$
rounded to Rs. 56/-

(b) On completion of each qualifying spell corresponding to 220 paid days in service, the quantum of wages shall be raised adding one increment and its consequential increase in total

wages to the existing monthly wages of the corresponding category employee. For example, if the maximum basic pay of a post in regular establishment in monthly wages i.e. Rs. 1688/-, then the corresponding daily wage for the helper would be Rs. 56/-. If the monthly wages on receipt of one increment go upto Rs. 1722/-, the daily wage for the helper may be fixed at Rs. 57/- as and when the helper completes 12 months of qualifying service for increments.

(c) Helpers shall not be entitled for any type of leave except 8 days of casual leave and maternity leave of 90 days (three months). This leave period shall be counted as paid days and the wages for the period shall be paid.

(d) 50% of the service rendered by the helpers on conferment of temporary status would be counted for the purpose of retirement benefits in the event of their regularization.

(e) All the discretionary holidays and the public holidays availed by the Pre-Primary Schools including those which fall during the period vacation will be paid holidays.

(f) Helpers shall not be entitled for any pensionary benefits.

(g) Despite conferment of temporary status, the services of helpers may be dispensed with by giving a notice of one month in writing. A helper with temporary status may also quit service by giving written notice of one month. The wages for the notice period will be payable only for the days in which such helper is engaged on work.

By order and in the name of the Governor
of Goa.

Gajanan L. Pernekar, Director of Education
Ex officio Joint Secretary.

Panaji, 7th March, 2002.